

## Message Text

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42

ACTION EB-07

INFO OCT-01 EUR-12 EA-06 ISO-00 IO-10 CAB-02 CIAE-00

COME-00 DODE-00 DOTE-00 INR-07 NSAE-00 RSC-01 FAA-00

LAB-04 SIL-01 /051 W

----- 069028

R 171410Z JAN 75

FM AMEMBASSY PARIS

TO SECSTATE WASHDC 5941

INFO AMEMBASSY BONN

AMEMBASSY LISBON

AMEMBASSY LONDON

AMEMBASSY BANGKOK

AMCONSUL HONG KONG

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E. O. 11652: N/A

TAGS: EAIR, FR

SUBJECT: CIVAIR: PANAM-TWA ROUTE SWAP

REF: PARIS 27956

1. IN ANTICIPATION OF EVENTUAL SUSPENSION OF ITS SCHEDULED OPERATIONS IN FRANCE IF FAVORABLE ACTION TAKEN BY CAB ON ROUTE SWAP PROPOSAL, PANAM HAS SET IN MOTION PROCEDURE AS REQUIRED UNDER FRENCH LAW FOR TERMINATION OF EMPLOYMENT OF ITS PERSONNEL. ACTING UNDER INSTRUCTIONS OF HOME OFFICE, PANAM'S PARIS MANAGEMENT OFFICIALLY NOTIFIED IN-HOUSE WORK COUNCIL (COMITE D'ENTREPRISE) ON JANUARY 16 OF PENDING LAY-OFFS. THIRTY DAYS THEREAFTER, AND FOLLOWING MANAGEMENT'S DISCUSSIONS WITH EMPLOYEES THROUGH THEIR WORK COUNCIL, MANAGEMENT OFFICIALLY INFORMS MINISTRY OF LABOR OF PROPOSED LAY-OFFS AND OF DISCUSSIONS WITH WORK COUNCIL. MINISTRY HAS THIRTY DAYS IN WHICH TO RESPOND. UPON RECEIPT OF MINISTRY'S REPLY PANAM CAN

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THEN FORMALLY GIVE ADVANCE NOTICE OF SEPARATION TO

INDIVIDUAL EMPLOYEES. ON BASIS THAT TIMETABLE  
EMPLOYMENT OF PERSONNEL IN WORKERS AND EMPLOYEES  
CATEGORIES WOULD TERMINATE ON MAY 26 AND EMPLOYMENT  
OF WHITE COLLAR WORKERS (CADRES) ON JUNE 26.

2. PANAM TELLS US THAT IT HAS RECEIVED NO  
INDICATION, HOWEVER, OF WHAT EFFECTIVE DATE MIGHT BE  
ENVISAGED FOR SUSPENSION OF ITS SCHEDULED SERVICES TO  
FRANCE, WHICH OF COURSE WOULD DEPEND INITIALLY ON  
TIMING AND NATURE OF CAB DECISION. IT WOULD APPEAR  
THEREFORE THAT WHAT PANAM HAS DONE IS TO SET IN MOTION  
PROCEDURE ENABLING IT TO COMPLY WITH MINIMUM REQUIRE-  
MENTS OF FRENCH LAW WITH REGARD TO PRIOR NOTIFICATION  
TO EMPLOYEES, WHILE RETAINING FLEXIBILITY AS TO  
EFFECTIVE DATE. AS WE UNDERSTAND IT, RECEIPT OF REPLY  
FROM MINISTRY OF LABOR IS THE KEY REQUIREMENT, AFTER  
WHICH PANAM CAN IF IT WISHES DELAY GIVING NOTICE TO  
INDIVIDUAL EMPLOYEES SHOULD THERE BE ANY SLIPPAGE IN  
EFFECTIVE DATE OF PROPOSED SUSPENSION OF SCHEDULED  
SERVICES IN FRANCE. AND, OF COURSE, PROCEDURE ITSELF  
COULD BE ABORTED AT ANY PHASE BY PANAM SHOULD ROUTE  
SWAP PROPOSAL FALL THROUGH AND CARRIER DECIDE TO  
CONTINUE ITS OPERATIONS IN FRANCE.

3. IN FORM LETTER WIDELY DISTRIBUTED IN FRANCE IN  
EARLY OCTOBER PANAM SAID THAT ITS PRESENCE IN  
FRANCE AND ON OTHER PRINCIPAL WORLD MARKETS WAS  
"RESOLUTELY AFFIRMED". IN MID-DECEMBER PANAM TOLD  
FRENCH PRESS THAT IT WOULD CONTINUE FULL-SCALE  
OPERATIONS IN FRANCE THROUGH 1975. (THIS TOO WAS ON  
BASIS INSTRUCTIONS FROM COMPANY HEADQUARTERS, WE WERE  
TOLD.) HOWEVER, LATTER ASSURANCE WAS LESS THAN CANDID  
SINCE WE UNDERSTAND IT MAY HAVE BEEN DESIGNED  
ESSENTIALLY FOR DUAL PURPOSE OF BOLSTERING SAGGING  
MORALE OF PARIS STAFF AND ALSO DECLINING SALES DUE TO  
HESITANCY BY GENERAL PUBLIC AND CHARTERING  
ORGANIZATIONS TO BOOK AHEAD ON PANAM IN VIEW OF  
UNCERTAINTY OVER COMPANY'S FUTURE IN FRANCE. NOW  
THAT FORMAL NOTIFICATION TO WORK COUNCIL OF PENDING  
LAY-OFFS IS BECOMING COMMON KNOWLEDGE, PANAM MARKETING  
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STAFF IS VERY GLOOMY OVER SALES PROSPECTS FOR THE  
COMING WEEKS.  
RUSH

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NNN

## Message Attributes

**Automatic Decaptioning:** X  
**Capture Date:** 01 JAN 1994  
**Channel Indicators:** n/a  
**Current Classification:** UNCLASSIFIED  
**Concepts:** CIVIL AVIATION, AIR ROUTES  
**Control Number:** n/a  
**Copy:** SINGLE  
**Draft Date:** 17 JAN 1975  
**Decaption Date:** 01 JAN 1960  
**Decaption Note:**  
**Disposition Action:** RELEASED  
**Disposition Approved on Date:**  
**Disposition Authority:** MorefiRH  
**Disposition Case Number:** n/a  
**Disposition Comment:** 25 YEAR REVIEW  
**Disposition Date:** 28 MAY 2004  
**Disposition Event:**  
**Disposition History:** n/a  
**Disposition Reason:**  
**Disposition Remarks:**  
**Document Number:** 1975PARIS01415  
**Document Source:** CORE  
**Document Unique ID:** 00  
**Drafter:** n/a  
**Enclosure:** n/a  
**Executive Order:** N/A  
**Errors:** N/A  
**Film Number:** D750019-0227  
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**Handling Restrictions:** n/a  
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**Legacy Key:** link1975/newtext/t19750142/aaaabktx.tel  
**Line Count:** 110  
**Locator:** TEXT ON-LINE, ON MICROFILM  
**Office:** ACTION EB  
**Original Classification:** LIMITED OFFICIAL USE  
**Original Handling Restrictions:** n/a  
**Original Previous Classification:** n/a  
**Original Previous Handling Restrictions:** n/a  
**Page Count:** 3  
**Previous Channel Indicators:** n/a  
**Previous Classification:** LIMITED OFFICIAL USE  
**Previous Handling Restrictions:** n/a  
**Reference:** 75 PARIS 27956  
**Review Action:** RELEASED, APPROVED  
**Review Authority:** MorefiRH  
**Review Comment:** n/a  
**Review Content Flags:**  
**Review Date:** 13 MAY 2003  
**Review Event:**  
**Review Exemptions:** n/a  
**Review History:** RELEASED <13 MAY 2003 by BoyleJA>; APPROVED <13 MAY 2003 by MorefiRH>  
**Review Markings:**

Margaret P. Grafeld  
Declassified/Released  
US Department of State  
EO Systematic Review  
05 JUL 2006

**Review Media Identifier:**  
**Review Referrals:** n/a  
**Review Release Date:** n/a  
**Review Release Event:** n/a  
**Review Transfer Date:**  
**Review Withdrawn Fields:** n/a  
**Secure:** OPEN  
**Status:** NATIVE  
**Subject:** CIVAIR: PANAM-TWA ROUTE SWAP  
**TAGS:** EAIR, FR, PANAM, TWA  
**To:** STATE  
**Type:** TE  
**Markings:** Margaret P. Grafeld Declassified/Released US Department of State EO Systematic Review 05 JUL 2006